

Health Workforce Diversity Network

July 1, 2003 meeting notes

Present: Camelia Ades (CMCHC), Glen Bean (DOH), Kris Hildebrandt (GHF), Doug Jackson (UW DS), Becky Johnston (AIHC), Kathy McVay (DOH), Steve Meltzer via phone (EWAHEC), Kim Moore (PHSKC), Patti Rathbun (DOH), Teresa Stone (OSPI), Terry Tatko (WWAHEC), Madeleine Thompson (WTECB), Judith Yarrow (UW NWCPHP), notes taken by Marianne Seifert (WSBOH).

Judy Huntington, co-chair, couldn't make meeting due to illness.

Introductions:

Becky is working with DOH to finalize the 2003 American Indian Health Care Delivery Plan, which is available at <http://www.aihc-wa.org/Issues/Issues.htm#delivery>. Becky asked for comments from the network on the plan's workforce development component. Her email is: bjohnston@aihc-wa.org.

Teresa: 4 of 5 secondary program health sciences curricula are done – some are available now at www.k12.wa.us/careerteched/hhs. Others will be available online in the future. She reviews health sciences programs submitted by schools – if approved they receive state enhancement funds. More than 100 school districts have health science programs, with thousands of students. It takes a while to get facilities and staff in place – many more schools could have health sciences program approval applications in by fall 2005.

All schools have access to videoconferencing, which enables students in rural areas to participate in programs.

Kathy: DOH's student loan repayment program asked for increased funding this budget cycle. It didn't receive the increase, but at least wasn't cut.

Camelia: The Washington Association of Community and Migrant Health Centers (WACMHC) is working with educational institutions to increase health career pipeline and career ladder programs capacity. The Association is currently working with the Tacoma-Pierce County Workforce Development Council and Bates Technical College to expand the Practical Nursing program. WACMHC is also involved in pipeline projects with the Health Science Schools at the University of Washington.

Judith is working on articles for NWCPHP journal – an issue on workforce development will come out this fall, and she is hoping to include information on efforts to improve workforce diversity. The focus is on public health, but she may use health care programs as models public health can use. **Please contact her at jj3@u.washington.edu if you know of efforts to improve workforce diversity, especially in public health.** Marianne gave her Tacoma-Pierce County Health Dept.'s HOPP job shadowing program contact info, along with the Seattle VA Hospital's Partners Program contact info.

Patti is on the agenda later, and will update the group then.

Kris mentioned a public health initiative with PHSKC, funded by Kellogg Foundation a few years ago.

GHF is funding several health career pipeline programs for diverse students:

1. Native American Summer Institute in Spokane

2. Start-Up Program, with City of Seattle, UW, Seattle Central, Seattle U. They had 27 students last year, 50 this year.
 3. ConneX Program in Yakima, with the Yakima Valley Farmworker's Clinic
- They also have internal initiatives to increase the diversity of Group Health staff and volunteers, and to advance diverse staff.

Terry described Project HOPE, and the difficulty she had placing several students this summer. WTECB awarded the AHECs a contract to work with skills panels to increase health workforce diversity, broaden information flows, develop funding and sustainability.

Doug is involved in 3 efforts to improve dental pipeline diversity:

1. MMEP (RWJ funding) started last week. It brings in students of color to the UW – in the past it focused on pre-med students, this year there's a dental pilot program, with 5 students there for 6 weeks.
2. UDOC – college preparation for high school juniors
3. Dental Camp (WA Dental Service Foundation funding) – 10 camps, 1 with junior high school science teachers. 2 camps were piloted last year with Gear-Up. Students are urban and rural, recruited through Gear-Up and Seattle Early Scholars Programs (contact Thomas Calhoun for more info on how students recruited).

UW Dental School has applied for a funding of a mobile lab.

UW Health Sciences recruiters are coordinating their efforts targeting counselors, developing contact lists and program requirements.

Teresa reminded us that there are Career Counselors and Guidance Counselors in K-12, and to send materials to the right ones (Career Counselors). Also that interest and skills inventories exist, and are available at the Workforce Explorer Career Center (www.workforceexplorer.org), that Jane Field presented on later.

Glenn works with Kathy at the DOH Office of Community and Rural Health.

Kim mentioned that she, Ngozi Oleru and others at PHSKC were trying to improve diversity at PHSKC.

Maddy updated the group on the Health Care Personnel Shortage Task Force, which will reconvene July 28 (for more info go to www.wtb.wa.gov).

Workgroup updates:

Health Career Pathway Workgroup:

Christine couldn't make today's meeting due to illness – she is working on the survey design, reviewing some of the suggestions forwarded by the workgroup. Doug offered to help with design and testing.

Note: Rhonda Coats is no longer with SBCTC, so is unfortunately no longer is part of HWDN. She connected me with other SBCTC staff, and we should have another representative in the future. Excerpt from Rhonda's email:

I have really enjoyed working with the group and felt we accomplished a great deal. Please give my regards to the other network members.
Rhonda Q. Coats, Ed.D.

Vice President for Student Services, South Puget Sound Community College
Funding Workgroup:

The group is chair-less and has not met since before last HWDN meeting. It will reconvene when it has something to focus on, such as health career pathway gaps identified by HWDN survey, the need to create and staff Health Workforce Diversity clearinghouse, or other.

Enumeration Workgroup:

Jack Thompson couldn't make today's meeting. This group has also not met recently.

Other enumeration efforts:

Single Statewide Health Care Practitioner Database Assessment - Maddy & Patti: WTECB & DOH were identified in the HCPSTF report as the responsible parties for coordinating health workforce data resources and needs. WTECB & DOH have contracted with WSU to do a data needs assessment – staff from agencies and professional organizations will be surveyed regarding the data they collect and data needs, and the feasibility of collecting additional data. The multi-agency Health Workforce Data Steering Committee will provide direction to the project. A report is expected possibly in December. Race and ethnicity data will be included as a data collection need.

Continuity with HPRP will be ensured via Kathy Chapman, who worked on HPRP and is also one of the contractors with WTECB & DOH on this project.

(See www.wtb.wa.gov for the HCPSTF report.)

Patti mentioned that the feds are possibly moving forward with a national provider identifier.

Teresa mentioned that OSPI has enrollment data on students in health sciences, including race/ethnicity & gender; has completer data, and is working on student ID numbers. Workforce Development Centers have ID numbers they use, also.

Creating a health workforce diversity clearinghouse:

The need for a clearinghouse was discussed. Some thought that one wasn't needed yet, that it would be needed when the HWDN health career pathway survey was completed and we had data from the survey. Others thought a clearinghouse was needed sooner. The clearinghouse could reside in an agency, foundation or other organization that has health workforce diversity as part of its mission. National foundations might fund the staffing & clearinghouse (Terry mentioned info at www.volunteersinhealthcare.org).

Marianne mentioned requests from Judith Yarrow and another journalist for information on health workforce diversity efforts, and that these requests would probably continue. She also mentioned that the way the Board approached policy issues was to describe problems and provide possible solutions, and encourage public health and health care leaders in Washington to collaborate on implementing solutions. Her staffing of the HWDN would be phased out in December, and if the group felt it was worthwhile to continue, alternative staffing would be needed.

Steve suggested that the WTECB take on the HWDN.

Maddy: as with SBOH, this would require WTECB to decide that this was a priority and assign staffing to it.

It was decided that Maddy and Marianne take a request from HWDN to Vickie Ybarra, that she take the HWDN clearinghouse and staffing need to the HCPSTF.

Improving industry support of health career ladder programs:

Terry described the need for facilities and mentors for middle and high school students. She works with human resources staff and volunteer coordinators, and turnover effects participation in health career pathway programs. Commitment is needed at an institutional and management level.

Teresa recommended the Washington Restaurant Association book for mentors.

Terry said Project HOPE and the skills panels have information on their web sites. The AHECs are working with skills panels to share best practices among skills panels.

Steve added that “site fatigue” sets in the summer, after sites have students during the year. Sometimes sites start their own version of a program.

Skills USA – Moe Broom, OSPI:

Teresa introduced Skills USA and Moe – Skills USA is used by a majority of health occupation programs as a test, judged by industry people. Moe handed out copies of *Building Skills for America*, and Teresa mentioned a teacher’s version with advice on how to teach and resources. He also referred to *Professional Development Program* used by Skills USA programs and corporations to develop leadership, and showed a video of a Skills USA competition and celebration. (Publications available at www.waskillsusa.org?) SkillsUSA is a Career and Technical Student Organization that provides programs and resources for leadership skill development in Career and Technical Education classes including Health Science Careers classes.

Workforce Explorer – Jane Fields, Employment Security Division

Jane handed out *The Handbook for a Sidewalk Economist*, available on the Labor Market page at www.workforceexplorer.com, described the industry, occupation, and location data on the web site, and walked us through how to use the web site. She provided a handout on how to use the web site, including setting up a personal web page.

Information from 90% of workplaces comes via unemployment insurance data, the other 10% through a random sample survey of workplaces exempt from unemployment insurance. The ESD requires a 75% survey response rate (which slows down availability of current data – data now available is from 2001). Numbers reflect the midpoint of a range (confidence interval). Occupation tasks, skills, knowledge, etc. are available on the “O*net system” (www.online.onetcenter.org).